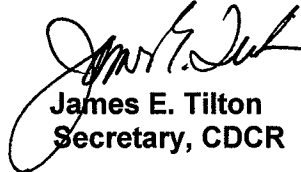


**MEMORANDUM****DATE:** December 14, 2007**TO:** All Unit 6 Employees**FROM:**  
**David A. Gilb**  
Director  
**James E. Tilton**  
Secretary, CDCR**SUBJECT:** Status of Implemented Terms

In correspondence to you dated September 18, 2007, we informed you of our intention to implement certain terms and conditions of employment following the rejection of our final offer by CCPOA. In that correspondence, we informed you of our intention to implement all three years of the economics contained in that offer.

Following our last letter to you, CCPOA filed an Unfair Practice Charge with the California Public Employment Relations Board (PERB) alleging that the State violated various aspects of the collective bargaining law (Dills Act) during the course of bargaining and implementation. On December 7, 2007, the PERB General Counsel dismissed all of those allegations except for two, and issued a complaint against the State alleging:

- That the State could not implement lawfully all three years of its economic offer because it "interfered with the rights of bargaining unit members";
- That the State improperly discontinued State-paid leave for the Union Vice Presidents as part of its implementation.

In an effort to remedy PERB's complaint and hopefully smooth our labor/management relationship with CCPOA, the State informed PERB that it would withdraw the second and third year implementation of the economic items contained in its last, best and final offer.

The State will continue with its implementation plan as previously communicated to you, including the economic terms, subject to funding and approval by the Legislature. Consequently, we will continue to seek legislation to implement the following<sup>1</sup>:

- Salary increase of 5% effective July 1, 2007;
- Increases in the employer's health benefits contributions;
- \$2000 new recruit bonus;

<sup>1</sup> For specifics on these economic items, please reference the State's last, best, and final offer and its implementation plan at [www.dpa.ca.gov](http://www.dpa.ca.gov).

- Increase to \$500 the existing housing stipend at San Quentin, Correctional Training Facility, and Salinas Valley State Prison;
- Add Salinas Valley State Prison, Correctional Training Facility, High Desert State Prison, and California Correctional Center to the existing \$2400 CDCR annual recruitment and retention differential;
- Increase shift differential from \$.50 to \$.75 per hour and weekend shift differential from \$.65 to \$.90 per hour effective July 1, 2007;
- Increase uniform allowance from \$530 to \$730 per year effective July 1, 2007; and
- Increase mileage reimbursement to the Federal Standard Mileage Rate.

The State has also informed PERB that, although not legally required to do so, it will implement the State's proposal regarding Union Vice Presidents' leave, as sought by CCPOA.

The PERB General Counsel's complaint does not affect any of the other changes to policies or procedures cited in our September 18, 2007 correspondence. Therefore, the changes to various provisions, which include, but are not limited to, the grievance procedure, employee requested transfers, sick leave<sup>2</sup>, and post and bid procedures will continue consistent with the State's implementation. The State will continue to finalize the procedures associated with the implementation of these items and will provide updated information as appropriate.

We remain committed to working collaboratively to ensure that the State's implementation continues to be as seamless as possible for you all. We also remain committed to good faith negotiations and sincerely hope to reach a new agreement with CCPOA.

cc: Dr. Stephen Mayberg, Ph.D  
Director, DMH

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<sup>2</sup> Exception is sick leave not counting as time worked for overtime computation. This provision of the implemented terms needs Legislative approval before overtime can be calculated differently.